The Resulting PSDR Structure

As a result of PSDR implementation, HR teams will be restructured as follows:

- **BCT/AVN/Non-Modular BDE S1 Section:**
  14 total
  - 2 Officers: 43 and 42B
  - 1 Warrant Officer: 420A
  - 11 Enlisted: 42 series

- **Special Troops Battalion S1 Section:** 13 total
  - 1 Officer: 42B
  - 1 Warrant: 420A
  - 11 Enlisted: 42 series

- **MTOE BN S1 Section:** 2 additional soldiers
  - Current auth +2 enlisted and recode adjutant to 42B

AG unit composition is as follows:

- **Human Resources Sustainment Center:** 83 total
  - 20 Officers: 42 series, 53
  - 7 Warrant Officers: 420A
  - 56 Enlisted: 42 series

- **Human Resources Company:** 27 total
  - 3 Officers: 42 series
  - 1 Warrant Officer: 420A
  - 23 Enlisted: 42 series

- **R5 Theater Gateway Team:** 10 total
  - 3 Officers: 42 series
  - 1 Warrant Officer: 420A
  - 6 Enlisted: 42 series

- **Casualty LNO Team:** 5 total
  - 5 Enlisted: 42 series

- **Military Mail Terminal:** 18 total
  - 2 Officers: 42 series
  - 1 Warrant Officer: 420A
  - 15 Enlisted: 42 series

WARRIOR ETHOS

U.S. ARMY

I will always place the mission first

I will never accept defeat

I will never quit

I will never leave a fallen comrade

For more information, please visit PSDR at—
https://www.hrc.army.mil/SITE/ACTIVE/ TAGD/CDID/PSDR/default.htm

E-mail: **PSDR@hoffman.army.mil**

Phone: 703/325-0425, or DSN 221/321-0425

U.S. Army Human Resources Command

Army Human Resources

The Way Ahead

PSDR

Personnel Services Delivery Redesign

PSDR is the U.S. Army HR community's response to transformation. This important transformation effort will eliminate support layers and minimize support unit foot-prints in the battle space. The PSDR transformation will—

- Embed critical personnel functions in the BDE S1 section and empower commanders to provide HR support directly to their soldiers

- Create modular, scalable, and flexible HR organizations to support casualty; postal; and reception, replacement, return to duty, R&R, and redeployment (R5) at the theater level

- Eliminate the need to unplug personnel services capabilities from a garrison structure to support wartime deployments

- Leverage web-based systems, connectivity, and bandwidth to support our expeditionary Army.

PSDR: Transformation Benefits

Increased modularity support. The previous model of support and coverage was area centric. As the Army moves to BCT/BDEs as primary warfighting units, there is a clear need to ensure BCT/BDEs are fully self-sufficient with respect to personnel support.

Reallocation of functions and personnel. PSDR reallocates functions and personnel formerly assigned to PSB/SSBs. These units will become inactive, and their soldiers and functions will migrate into BDE and BN S1 sections.

Increased efficiencies. Most functions previously performed by the PSB/SSB will be performed by the BDE S1 section. S1 sections will become self-sufficient and will not need external support. Because no local external support will exist, BDEs will interact directly with Army Human Resources Command (HRC) or State Joint Forces Headquarters. Processing time can be significantly reduced, thereby increasing efficiency and effectiveness.

New theater-level HR structures. PSDR provides a dedicated theater-level structure to perform critical functions, including casualty reporting, postal operations, and R5. Previously, troops taken out of hide performed these functions.

Proven concept. A pilot of the PSDR approach was completed at the 101st ABN Div (AASLT) at Fort Campbell. The 101st Soldier Support Battalion was dismantled, and adjutant general (AG) soldiers with longevity were reassigned within the BCT/BDEs to man the BDE and BN S1 sections. Ongoing reports indicate that the PSDR approach is a success.

Continuous improvement. Currently, the 101st is deployed and sending reports regarding the PSDR to HRC and SSI detailing their challenges, successes, and lessons learned.

Improvements Aligned to 21st-Century Challenges

The PSDR migrates tasks currently performed by personnel services battalions for brigade and battalion S1s. This migration is key to supporting the CSA's) concept of developing modular, expeditionary forces and making brigades capable of independent personnel operations regardless of location. Implementation of the PSDR involves expanding many personnel tasks performed at brigade and below and adding more than 20 new tasks.

S1 Soldiers at work, 526 BSB, 101st ABN, Iraq

Operational Unit S1 Functions:

- PASR
- Strength management
- Personnel records
- Reassignment processing
- Replacement operations
- Reclassification
- Officer and enlisted promotion and board selections
- Officer and enlisted evaluations
- Awards and decorations
- Line of duty
- Identification cards for soldiers
- Military pay LNO
- Management actions (frocking, SRB, special pays)
- Casualty operations

VSAT Satellite Dish

Worldwide Connectivity and Responsiveness

PSDR exploits existing technology and infrastructure to establish and maintain reliable lines of communications with HRC, EREC, HRC-St. Louis, Regional Readiness Centers, State Joint Forces Headquarters, and others. The very small aperture terminal (VSAT) satellite and associated equipment give PSDR the necessary bandwidth to support programs such as eMILPO, RCAS, SIDPERS-ARNG, RLAS, DEERS, EDAS, and TOPMIS. Depending on unit size or mission, HR units and S1 sections will receive the following additional equipment: ID Tag Machines, DEERS/RAPIDS CAC) systems, laptops, digital senders, printers, and TPS CAC card readers. This comprehensive system will allow HR professionals to provide essential personnel services to soldiers.

CAISI Bridge Module, connects up to 14 computers to LAN